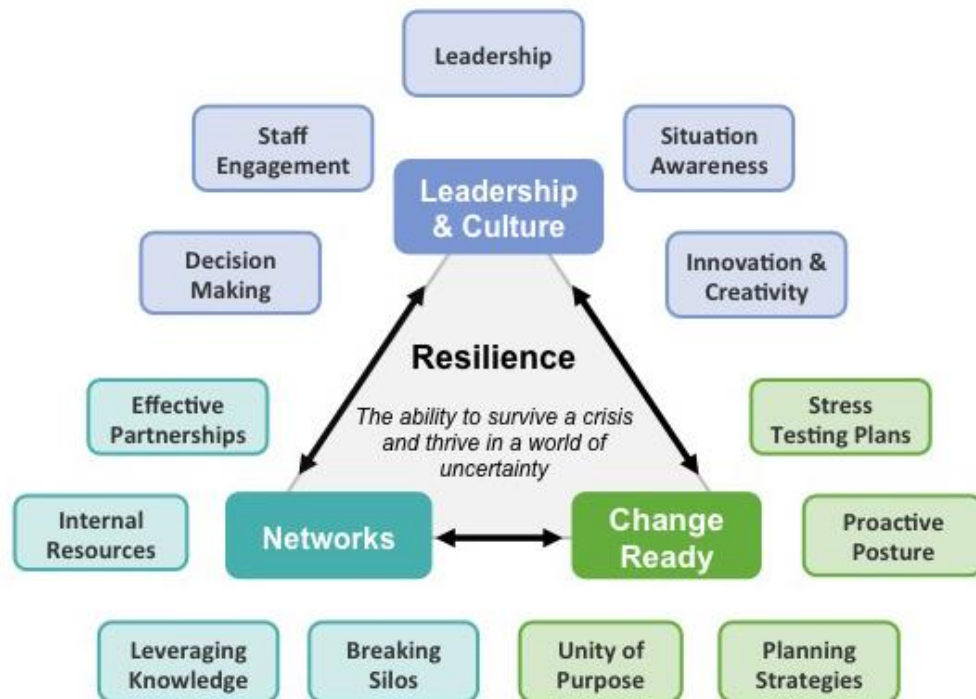


# Resilience Building Initiatives

Resilience Workshop, 19 November 2014, Dunedin

## Resilience Indicators



Resilience Indicator: Leadership
<b>Description:</b> Strong crisis leadership to provide good management and decision making during times of crisis, as well as continuous evaluation of strategies and work programs against organisational goals
<b>Initiatives:</b> <ul style="list-style-type: none"> <li>➤ Share the vision</li> <li>➤ Develop good relationships with governance boards or similar overseeing bodies</li> <li>➤ Foster relationships with staff</li> </ul>

- Be aware of, and attentive to staff needs
- Provide professional development/education opportunities for staff
- Get input from ALL of the team on organisational plans
- Nurture volunteers
- Surprise festive morning teas
- Give time flexibility to employees or volunteers
- Know your staff strengths and use them
- Acknowledge your own weaknesses
- Encourage and Allow others to make decisions
- Stand by your staff
- Ensure you listen to others ideas
- Share the credit but accept the responsibility – the buck stops with you.
- Be extroverted
- Be Calm
- Know the rules
- Be money driven
- Delegate effectively
- Share information widely
- Make sure decisions are well informed
- Be Available
- Trust staff
- Know when to take the next step and have the courage to do so
- Plan for succession at all levels of the organisation
- Make a decision
- Encourage change when needed and also when it is not so obvious
- Fully explore possible choices
- Consider branding
- Engage with the wider community
- Be friendly and approachable
- Walk the talk – behave consistently
- Lead!
- Look for opportunities
- Communicate often and clearly
- Take risks
- Reflect on inconsistencies
- Be involved in social events after hours
- Develop yourself
- Consider revolving leadership
- Films/jokes on how not to manage people
- Meet in other places
- Be silent for a day
- Be proactive

Resilience Indicator: Proactive Posture
Description: A strategic and behavioural readiness to respond to early warning signals of change in the organisation's internal and external environment before they escalate into crisis
<p style="text-align: center;"><b>Initiatives</b></p> <ul style="list-style-type: none"> <li>➤ Look at culture of organisation</li> <li>➤ Encourage proactive people into your organisation</li> <li>➤ Do a SWOT analysis and give equal weight to all parts</li> <li>➤ Research – subscribe to journals or industry publications</li> <li>➤ Strengthen relationships between staff and governance</li> <li>➤ Develop robust but dynamic strategic plan</li> <li>➤ Show appreciation to volunteers</li> <li>➤ Truly understand your organisation by participating in discussion with all</li> <li>➤ Compare yourself with similar and different organisations – what do they do well?</li> <li>➤ Reframe human resource capacity from a vehicle to use, to one to enrich</li> <li>➤ Reduce conflicts of interest within the organisation</li> <li>➤ Have a website and keep it up to date.</li> <li>➤ Raise profile of the organisation using multiple methods</li> <li>➤ Be aware of trends in society</li> <li>➤ Have effective leadership</li> <li>➤ Have a financial management strategy</li> <li>➤ Have an effective succession plan</li> </ul>